JS 44 (Rev. 04/21)

## Case 2:24-cv-04243-WPVIDOCIONFITIR SFIRE 18/15/24 Page 1 of 14

The JS 44 civil cover sheet and the information contained herein neither replace nor supplement the filing and service of pleadings or other papers as required by law, except as provided by local rules of court. This form, approved by the Judicial Conference of the United States in September 1974, is required for the use of the Clerk of Court for the purpose of initiating the civil docket sheet. (SEE INSTRUCTIONS ON NEXT PAGE OF THIS FORM.)

I. (a) PLAINTIFFS	SOCIO SILOCI. (DEL INSTRUCT.	TONS ON NEXT PAGE (		NDANT	7				
Todd Rose				DEFENDANTS					
rodu Nose				City of Chester					
(b) County of Residence of First Listed Plaintiff Delaware (EXCEPT IN U.S. PLAINTIFF CASES)			County	ty of Residence of First Listed Defendant  (IN U.S. PLAINTIFF CASES ONLY)  IN LAND CONDEMNATION CASES, USE THE LOCATION OF THE TRACT OF LAND INVOLVED.					
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	nan, Law Office of Arth		,						
LLC, P.O. Box	115, Paoli, PA 19301,	484-343-2856							
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VIII. RELATED CASE IF ANY	(See instructions):	DGE			DOCKET	NUMBER			
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# Case 2:24-cv-04243-WB Document 1 Filed 08/15/24 Page 2 of 14 UNITED STATES DISTRICT COURT

### FOR THE EASTERN DISTRICT OF PENNSYLVANIA

#### **DESIGNATION FORM**

(to be used by counsel to indicate the category of the case for the purpose of assignment to the appropriate calendar)

Address of Plaintiff: 918 Porter Street, Chester	Township, PA 19013						
Address of Plaintiff: 918 Porter Street, Chester Address of Defendant: 1 Fourth Street, Chester	er, PA 19013						
Place of Accident, Incident or Transaction: Chester PA							
RELATED CASE IF ANY:  Case Number: Judge:							
Civil cases are deemed related when Yes is answered to any of the following qu	uestions:						
<ol> <li>Is this case related to property included in an earlier numbered suit pending or within one year previously terminated action in this court?</li> <li>Does this case involve the same issue of fact or grow out of the same transaction as a prior suit Pending or within one year previously terminated action in this court?         <ul> <li>Does this case involve the validity or infringement of a patent already in suit or any earlier Numbered case pending or within one year previously terminated action of this court?</li> <li>Is this case a second or successive habeas corpus, social security appeal, or pro se case filed by the same individual?</li> </ul> </li> </ol>							
I certify that, to my knowledge, the within case is / is not related to any action in this court except as note above.	now pending or within one year previously terminated						
DATE:							
Attorney-at-Law (Must sign above)	Attorney I.D. # (if applicable)						
Civil (Place a √ in one category only)							
A Federal Question Comme	1. Insurance Contract and Other Contracts 2. Airplane Personal Injury 3. Assault, Defamation 4. Marine Personal Injury 5. Motor Vehicle Personal Injury 6. Other Personal Injury (Please specify): 7. Products Liability 8. All Other Diversity Cases: (Please specify)						
ARBITRATION CERTIFICATION CERTIFICATION (The effect of this certification is to remove the case from the control of the certification is to remove the case from the control of the certification is to remove the case from the control of the certification is to remove the case from the control of the certification is to remove the case from the certification is to remove the case	m eligibility for arbitration)  by certify:  ledge and belief, the damages recoverable in this civil action						
DATE: SISTEM Attorney-at-Law (Sign here if application)	ble)  56983 (PA)  Attorney ID # (if applicable)						
NOTE: A trial de novo will be a jury only if there has been compliance with F.R.C.P. 38.							

#### Case 2:24-cv-04243-WB Document 1 Filed 08/15/24 Page 3 of 14

## IN THE UNITED STATES DISTRICT COURT FOR THE EASTERN DISTRICT OF PENNSYLVANIA

### **CASE MANAGEMENT TRACK DESIGNATION FORM**

:	CIVIL ACTION
:	
:	NO.
	: : : :

In accordance with the Civil Justice Expense and Delay Reduction Plan of this court, counsel for plaintiff shall complete a Case Management Track Designation Form in all civil cases at the time of filing the complaint and serve a copy on all defendants. (See § 1:03 of the plan set forth on the reverse side of this form.) In the event that a defendant does not agree with the plaintiff regarding said designation, that defendant shall, with its first appearance, submit to the clerk of court and serve on the plaintiff and all other parties, a Case Management Track Designation Form specifying the track to which that defendant believes the case should be assigned.

## SELECT ONE OF THE FOLLOWING CASE MANAGEMENT TRACKS:

(a) Habeas Corpus – Cases	( )				
b) Social Security – Cases requesting review of a decision of the Secretary of Health and Human Services denying plaintiff Social Security Benefits.					
c) Arbitration – Cases required to be designated for arbitration under Local Civil Rule 53.2.					
(d) Asbestos – Cases involving claims for personal injury or property damage from exposure to asbestos.					
(e) Special Management – Cases that do not fall into tracks (a) through (d) that are commonly referred to as complex and that need special or intense management by the court. (See reverse side of this form for a detailed explanation of special management cases.)					
(f) Standard Management – Cases that do not fall into any one of the other tracks.					
8/15/24 Date 484-743-2856	Arthur D. Goldman Attorney-at-law 610 - 296 - 7736	Attorney for Todd K agoldman Qarthar goldm	•		
<b>Telephone</b>	FAX Number	E-Mail Address			

(Civ. 660) 10/02



## IN THE UNITED STATES DISTRICT COURT FOR THE EASTERN DISTRICT OF PENNSYLVANIA

:

**TODD ROSE** 

918 Porter Street

Chester Township, PA 19013,

**CIVIL ACTION** 

Plaintiff.

v.

NO.

CITY OF CHESTER

1 Fourth Street Chester, PA 19013,

Defendant

JURY TRIAL DEMANDED

#### **COMPLAINT OF PLAINTIFF TODD ROSE**

Plaintiff Todd Rose ("Officer Rose" or "Plaintiff"), by and through his attorney, Law Office of Arthur D. Goldman, LLC, complains of the Defendant City of Chester ("Chester" or "Defendant"), as follows:

#### **INTRODUCTION**

- 1. This action for declaratory, injunctive, monetary and other appropriate relief is brought by Plaintiff Todd Rose, to redress intentional violations by the Defendant City of Chester, of rights secured to him by laws of the United States of America and the statutory and common law of the Commonwealth of Pennsylvania for violations of federal and state laws relating to unlawful disability discrimination, retaliation, and related claims.
- 2. This action arises under the Americans with Disabilities Act, 42 U.S.C. §§12101 et seq. ("ADA"), and the Pennsylvania Human Relations Act ("PHRA"), 43 P.S. §§951, et seq.

#### **JURISDICTION AND VENUE**

- 3. This action arises under 28 U.S.C. §1331 which provides for original jurisdiction of Plaintiff's claims arising under the laws of the United States and over actions to recover damages and to secure equitable and other relief under the appropriate governing statutes.
- 4. Jurisdiction over the federal claims is invoked pursuant to 28 U.S.C. §1343(4) and 29 U.S.C. §216(b), and over the state law claims pursuant to the doctrine of pendant jurisdiction.
- 5. This Court has jurisdiction over Plaintiff's state claims pursuant to its supplemental jurisdiction as codified at 28 U.S.C. §1367.
- 6. Plaintiff has exhausted all administrative remedies, having filed a timely complaint of disability discrimination and retaliation on with the Equal Employment Opportunity Commission ("EEOC") and with the Pennsylvania Human Relations Commission ("PHRC"), Charge Number 530-2024-02397 and has taken all other steps necessary to bring this action before this Court.
- 7. The EEOC was not able to resolve the controversy and issued a "right to sue" letter to the Plaintiff, dated May 17, 2024, and received May 21, 2024, informing and advising the Plaintiff that it was unable to resolve the controversy as described to it and that it was not prepared to take further efforts.
- 8. The Plaintiff has timely filed this action within the proscribed ninety days following receipt of the "right to sue" letter which was dated May 17, 2024, and received May 21, 2024. Venue is proper pursuant to 42 U.S.C. §1391(b).
- 9. Declaratory, injunctive and equitable relief are sought pursuant to the Americans with Disabilities Act, 42 U.S.C. §§12101 et seq. ("ADA"), and the Pennsylvania Human Relations Act ("PHRA"), 43 P.S. §§951, et seq.

- 10. Compensatory and punitive damages are sought pursuant to the Americans with Disabilities Act, 42 U.S.C. §§12101 et seq. ("ADA"), and the Pennsylvania Human Relations Act ("PHRA"), 43 P.S. §§951, et seq; and other damages are sought, including but not limited to back pay and front pay and other lost benefits.
- 11. Costs and attorneys' fees are sought pursuant to Americans with Disabilities Act, 42 U.S.C. §§12101 et seq. ("ADA"), and the Pennsylvania Human Relations Act ("PHRA"), 43 P.S. §§951, et seq.

#### **PARTIES**

- 12. Plaintiff Todd Rose is a 51 year-old adult male residing at 918 Porter Street, Chester Township, PA 19013, with a date of birth of December 21, 1972.
- 13. Defendant The City of Chester was founded in Norristown, Pennsylvania, United States and is located in Montgomery County, Pennsylvania, is one of 29 intermediate units formed by the Pennsylvania General Assembly in 1971 to provide support to local school districts and has its principal location at 1 Fourth Street, Chester, PA 19013.

#### FACTUAL ALLEGATIONS

#### **General Facts and Background**

- 14. Officer Rose has been a police officer since 2004, having worked at the Transportation Security Agency previously, and was hired as a "Patrol Officer" on September 22, 2004 and has continued since with the same title.
- 15. Since April 13, 2020, Officer Rose has been out on medical leave as a result of injuries sustained while working for Chester.

- 16. Specifically, on that date, Officer Rose was injured following a crash during a high speed vehicular chase for a suspect who was eventually apprehended with \$30,000.00, sustaining a concussion, a herniated disc in his neck, and sciatica and lower back problems.
  - 17. Officer Rose's medical disabilities are well-supported by medical documentation.
- 18. Officer Rose was hired at a salary of approximately \$38,000.00 in 2004 and has a current salary of \$60,000.00 but with overtime and other compensation and if a corporal, over \$115,000.00 annually.
- 19. Throughout his nearly twenty (20) years of employment, Officer Rose has received consistently satisfactory evaluations.
- 20. At some time in or around May 2021, Officer Rose became aware that there were three corporal vacancies which were going to be posted, and which he had the opportunity to submit a bid for promotion.
  - 21. On July 30, 2021, Officer Rose took the civil service exam and passed.
- 22. When Officer Rose took the civil service exam, there were three other applicants, and his scores put him in third place out of the four.
- 23. In or around February 2022, after applying for the promotion, Officer Rose received what he thought was a personal phone call, from the Chester Chief of Police, Steven Gretsky, who seemed concerned and asked Officer Rose how he was progressing with his recovery.
- 24. In response, Officer Rose explained that he wanted to get back to work, however he would possibly need a neck operation.

- 25. Roughly three or four weeks later, Chief Gretsky he called Officer Rose back, and while Officer Rose was on a speaker phone, Chief Gretsky asked if Officer Rose still wanted to be a corporal or detective.
- 26. Chief Gretsky continued by telling Officer Rose that he could just place him on a special detail when he returned to work, seemingly dismissing the possibility of Officer Rose getting the promotion.
- 27. In response, Officer Rose explained he was definitely interested in the corporal promotion.
- 28. Officer Rose was stunned when Chief Gretsky replied, "Well, we have to at least interview you," implying that Officer Rose did not really have a chance for the promotion because of his injuries.
- 29. On March 15, 2022, while in the interview for the promotion, the same Chief of Police, Steven Gretzky, made inquiries into Officer Rose's medical condition, and asked him if he was scheduled for any surgeries; this was said in front of the Mayor, T. Kirkland, another officer, Major Katrina Blackwell, and a city clerk Candice Thompson.
- 30. These were unscheduled and additional questions, and upon further investigation, Officer Rose found out that no other candidates were asked any medical-related or disability-related questions.
- 31. After the interview, Officer Rose recalled the prior phone call in which Chief Gretsky insinuated that he was forced to go through with the process but that Officer Rose would probably not be promoted.
- 32. It was at this point that Officer Rose knew that he was not being truly considered for the promotion.

- 33. On around May 16, 2022, Officer Rose was then moved from third out of four on the list of candidates and placed at fourth out of four because the other three candidates were all promoted ahead of him.
- 34. On April 23, 2023, almost a year later, one of the other corporals was promoted to sergeant, leaving a corporal/detective position vacant.
- 35. Historically, Officer Rose or any other candidate would then be promoted the same day to the vacant corporal position, as Officer Rose had seen this happen dozens of times throughout his years of service.
- 36. Unfortunately, and unexpectedly, Officer Rose was not called or offered any promotion for the vacant position.
- 37. In early May 2023, Officer Rose then contacted his Union President, Sergeant Jonathan Ross, who agreed that Officer Rose should have been immediately promoted and should not be held back as a result of any long-term disability.
- 38. Officer Rose's union, the Fraternal Order of Police, filed a grievance and attempted to get him his due promotion, as he was the only patrolman who was qualified to be promoted.
  - 39. Shockingly, the City of Chester and Chief Gretsky denied the grievance.
- 40. Later, in September 2023, the Union met with the receiver for the city (appointed by state) and city employees to go over the grievances /arbitrations.
- 41. On September 23, 2023, in City Council chambers, during Officer Rose's grievance review, Chief Gretsky stated that he was not promoting an injured person and that he needed people that were currently on the street (i.e. not currently disabled).

- 42. There was no effort whatsoever to make reasonable accommodations for Officer Rose.
- 43. As of the current date, Officer Rose was denied the promotion despite being the only officer employed who was qualified for the position, with several positions open.
  - 44. This was a clear instance of retaliation against Officer Rose.

#### **COUNT I**

#### VIOLATION OF THE AMERICANS WITH DISABILITIES ACT 42 U.S.C. §§12101 et seq.

- 45. Plaintiff hereby incorporates by reference paragraphs 1 through 44 above as though fully set forth herein.
- 46. Defendant failed to make reasonable accommodations of Plaintiff's disability, even though his disability did not prevent him from performing the essential functions of many positions with Defendant.
- 47. Defendant's responses to Plaintiff's demonstrated disabilities were to refuse to promote him to a position for which he has clearly qualified and to in fact retaliate against him by refusing another opportunity in retaliation for his filing a grievance based on allegations of disability discrimination.
- 48. After Plaintiff communicated to Defendant his intention to file a charge of discrimination with the EEOC, Chester has continued to refuse to promote Officer Rose in retaliation against him.
- 49. The willful actions of Defendant and its employees in discriminating against Plaintiff were part of a pattern and practice of disability discrimination on the part of Defendant in violation of the ADA.

- 50. The act of punishing Plaintiff following his filing of a grievance, was an illegal retaliation in violation of the ADA.
- 51. As a result of the willful and unlawful actions of the Defendant, the Plaintiff has been caused to suffer a severe loss of professional status and reputation in the community of her peers.
- 52. As a result of the willful and unlawful actions of Defendant, Plaintiff has been caused to suffer serious losses of pay, benefits and other employee renumerations, an undeserved and painful diminution of his ability to provide himself and his family with the earned rewards of excellence in his career of loyalty and effort on behalf of Defendant, emotional distress and humiliation, and a loss of life's pleasures.
- 53. Defendant violated the Americans with Disabilities Act, 29 U.S.C. §§621 *et seq.*, in that it discriminated and retaliated against Plaintiff on account of his disability.

#### **COUNT II**

## VIOLATION OF THE PENNSYLVANIA HUMAN RELATIONS ACT 43 P.S. §§955 et seq.

- 54. Plaintiff hereby incorporates by reference paragraphs 1 through 53 above as though fully set forth herein.
- 55. The PHRA prohibits discrimination and retaliation against individuals on the basis of disability.
- 56. Defendant violated the provisions of the Pennsylvania Human Relations Act, 43 P.S. §§955 *et seq.*, in that it discriminated against Plaintiff on account of his disabilities.

#### PRAYER FOR RELIEF

WHEREFORE, Plaintiff Todd Rose demands judgment in his favor and against Defendant City of Chester as follows:

- (a) Enter a declaratory judgment that the Defendant's acts, policies, practices and procedures complained of herein have violated and continue to violate the rights of the Plaintiff as secured to him by federal and state legislative enactments;
- (b) Require the Defendant to promote the Plaintiff to the position for which he was qualified prior to the discrimination, and to give the Plaintiff full wages and benefits commensurate with that position;
- (c) Award to the Plaintiff past and future damages for loss of income, growth opportunities and all benefits denied him due to the improper and unlawful actions of the Defendant;
- (d) Award to the Plaintiff damages in compensation for his emotional distress, humiliation, loss of reputation and status in the community of his peers, and the loss of his ability to provide himself and his family with the rewards of his years of excellence in his chosen profession;
  - (e) Grant to the Plaintiff liquidated damages as allowed pursuant to the ADA;
- (f) Grant to the Plaintiff costs, disbursements and reasonable attorneys' fees as allowed under the ADA; and

(g) Grant to the Plaintiff such additional relief as the Court deems necessary and proper under the circumstances.

Respectfully submitted,

Law Office of Arthur D. Goldman, LLC

By: Arthur D. Goldman, Esquire

Attorney I.D. No. 56983

Attorney for Plaintiff Todd Rose

P.O. Box 115 Paoli, PA 19301

Dated: August 15, 2024

#### **CERTIFICATION**

I, Arthur D. Goldman, Esquire, attorney for Plaintiff Todd Rose, pursuant to 28 U.S.C. §1746, herby certify under penalty of perjury under the laws of the United States of America that the foregoing Complaint is true and correct to the best of my knowledge, information and belief.

Arthur D. Goldman, Esquire

Dated: August 15, 2024